



NEW HAMPSHIRE BOARD OF NURSING

September

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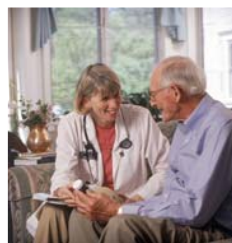
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From the Executive Director

By Margaret J. Walker, MBA, BS, RN, Executive Director

Change has been the operative word for the NH Board of Nursing these past months. We are well aware you all experience enormous change in your nursing practice on a daily basis. Our Board receives your daily questions regarding scope of practice related to new procedures and equipment. These changes in daily nursing responsibilities reinforce our desire to maintain a close connection with all of our facilities and areas where nurses practice in NH. We continue to support and advocate for nursing practice and safe practice issues.

In January 2004, the Board implemented the Criminal Background Check law that passed in the legislature July 2003. We continue to work to improve this process and are well aware of the changes licensees have made to comply with this requirement. The Board office continues to work with licensees to assure this documentation is complete and meets the requirements of the law. Many nurses have been concerned about the confidentiality of the information and I wish to assure you that the contents of the individual criminal background check is for board office use only and is not shared with any other entity.

The Board composition has undergone many new changes as well. As many of you know, Stanley Plodzick, RN retired from our Board in May 2004. We miss his wonderful compassion and wit as well as his ability to organize the work of the Board. We have been fortunate to have Thom Bloomquist, CRNA come forward as our new Board Chair. In July, the Board bid a fond farewell to Linda Compton, RN after her 6 years of dedicated service. Mertie Potter, ARNP, has replaced Linda and we look forward to Mertie's assistance with educational issues that come before us. Thus, you will note the changes in the composition of our Board.

Further changes occurred when the Board office moved to its new home. This was a very labor-intensive move and the Board staff worked tirelessly to accomplish the

moving of nearly 100 years of history and equipment. We sincerely thank all licensees who assisted the licensure process by completing their applications early. We truly made every attempt to keep the move from disrupting the lives of our hard working nurses and nursing assistants. Please try to come to our posted OPEN HOUSE to tour this new location.

In addition to the open house, we will also hold a meeting of all licensees to discuss plans for the Nurse Practice Act (NPA) legislation. As you know, the legislature did not pass last year's bill and we desire the input of all stakeholders as we draft the next document. The proposed NPA will be on our website for viewing and we ask all licensees to direct questions and comments to boardquestions@nursing.state.nh.us to assure we collect your thoughts and ideas. Our new office also has a small conference room should you wish to gather groups of 20 or less to conduct nursing/nursing related business. You may reserve this space by calling our main phone line or emailing us at the above website.

At its annual retreat, our Board made many positive changes to the agenda for the monthly Board meeting. We hope this change in the work agenda of the Board will improve the continuity of future Board meetings. We encourage all licensees to attend a Board meeting to view the work that is accomplished on the 3rd Thursday of every month.

With all changes, it is always good to reflect on our history. Our move to the Walker Building has reminded us of our nursing education history in New Hampshire. Many of our facilities employ graduates from the NH State Hospital School of Nursing and affiliating nursing program who received their psychiatric clinical experience at NH State Hospital (now known as NH Hospital). N. H. State Hospital School of Nursing opened its doors in 1888 and graduated its first class in 1890. Our current office space is an area

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Board Members

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Term expires - 12/1/2006

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Term expires - 5/10/2006

Richard S. Brothers, RN
Term expires - 5/10/2006

Martha Danderson, MBA, BS, RN
Term expires - 5/10/07

Kristine Day, RN.C
Term expires - 5/10/07

Elizabeth S. Gabler
Term expires - 5/10/2006

Brenda L. Howard, LNA
Term expires - 10/24/2004

Linda M. Morel, LNA
Term expires - 10/24/2004

James Nall, LPN
Term expires - 5/10/2006

Mertie Potter, ND, ARNP, CS
Term expires - 5/10/2007

Sharon Dyer, LPN
Term expires - 11/16/2006

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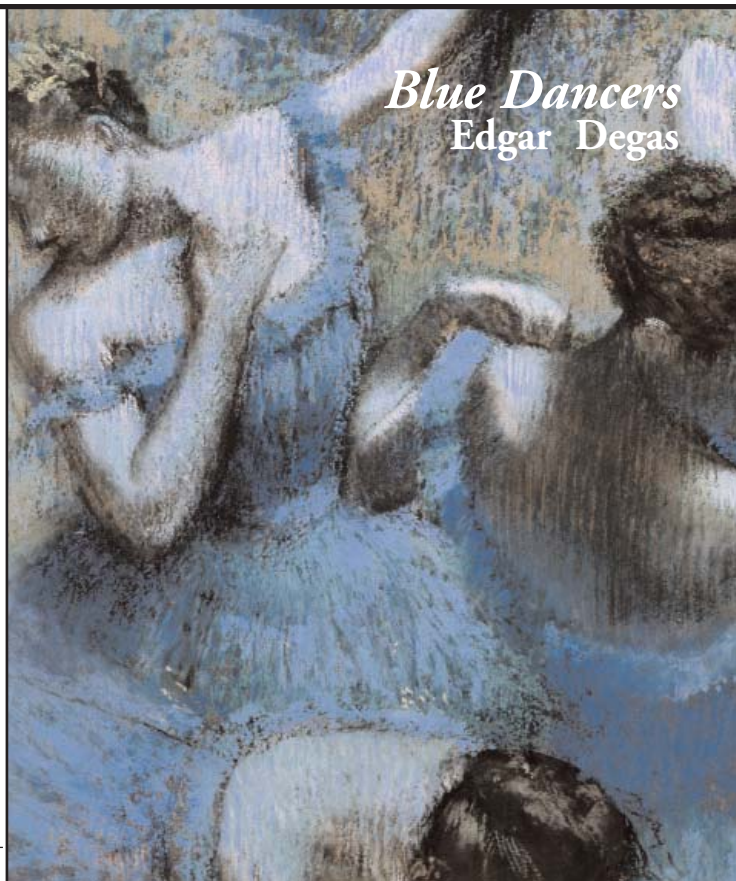
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New Hampshire Nursing - Old Business & New Business

By Thom Bloomquist, MS, CRNA-ARNP, FAAPM, Board Chair

Your Board has a new home and is now located in the renovated Walker building on the state hospital grounds, the new BON office affords the board staff an improved and more productive environment. I know there were a few inevitable delays during the moving process but the board staff got in place without closing operations, ignored the moving confusion and got back up to full speed in impressive time.

Change came from 9-11, which altered our view of how the world works. Homeland security has been a subject we have all been involved with. One of the nation wide efforts includes criminal background checks. As you all know, the law for background checks has required the Board of Nursing to implement this process for all of our licensees. The board office continues to receive phone calls from NH nurses upset about the time, energy and money involved in completing this requirement. I would like to reemphasize our entry into the background check system came from the legislature and we must follow the law. Nobody wanted 9-11 or the resultant changes but we must live with them. The NH-BON staff can help you work through this new system. Nationwide, profes-

sional groups are initiating mandatory background checks, we are not alone. Our legislature placed us into this system ahead of other states and professions but it looks like an evolving trend for the health professions as well as other workers.

We must be attuned to the practice environment in our institutions but also our practice environment on the state level. During the last legislative session, the nurse practice act (SB 199) was modified with provisions that many nurse colleagues found troublesome and thus we requested a committee of conference with the House and Senate to see if modifications could be made. Unfortunately there was disagreement and the bill failed. During the next session we are proposing to reintroduce a new bill and we will work through the legislative process, and guide it through the legislature. We will ask all nurses for their input in this process. Please try to attend our open forum on October 6, 2004. The next legislative session will also see other topics that directly impact nursing such as mandatory overtime, implementation of the nursing compact (multi-state licensure), and



threats to advanced practice.

Changes like the background check, SB 199 and the nursing compact have inspired nurses to get involved in the political process and help our legislature better understand this country's most trusted profession - nursing. I know how hard nursing licensees are working, balancing family and work schedules, and I salute you. However, thinking someone else will look after your freedoms, rights and needs in the political/legal arenas has always been an unrealistic assumption. New England's ancestors saw their political climate become unacceptable; they got involved and our country came from that involvement. If you want a voice in changes that affect your practice, there is no shortcut; you too must get engaged in our legislative process and the individual campaigns that result in our elected legislators. Our state senators and representatives commit huge amounts of time and energy on behalf of our state for virtually no pay. These committed professionals deserve your respect and they need to hear from us.

This is an exciting time for nursing and we hope we see many of you during this important year.



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Mertie L. Potter, ND, ARNP, CS New Board Member

What a privilege and great responsibility to serve the citizens of NH and represent NH nurses in this appointment to the BON! I am truly honored to serve in this position.

My background includes a Bachelor's in nursing from Simmons College in Boston, MA in 1970, a Master's in the adult psychiatric-mental health clinical specialist program at the University of MI in Ann Arbor, MI in 1974, and a Nurse Doctorate from Case Western Reserve University in Cleveland, OH in 1997. I currently am an associate professor at Saint Anselm College in Manchester, NH, and am self-employed as a nurse consultant/ARNP at New Hampshire Hospital in Concord, NH. I am a member of the ANA/NHNA, NHNPA, Epsilon Tau Chapter of Sigma Theta Tau, International, and NCF. I feel I bring breadth and depth as both an educator and clinician to the BON.

I volunteer every summer as a camp nurse and frequently go on international medical missions trips. I have been to the Dominican Republic, Guinea (Africa), and went to Honduras with a Saint Anselm College Spring Break Alternative team to serve in an orphanage with over 600 children in March, 2004.

Other personal interests include serving in my local church by playing keyboard in music ministry and teaching children in Sunday School. My husband and I host a youth group in our home weekly. We also have had a number of different missionaries live with us over the years. I have been married to Fred L. Potter for 34 wonderful years. We have 3 adult children and one son-in-law. We also have one grandchild on whom the sun rises and sets (FYI, I restrict myself to carrying only one picture!)

I hope to be a positive influence

and strong advocate for effective and efficient decision making on the BON. I look forward to working alongside the other Board members and with staff members to chart a strong course for nursing's present and future influence within the state of New Hampshire and on the national level. I also look forward to assuring that the citizens of New Hampshire receive authorized, qualified, and proper application of services by individuals practicing nursing.

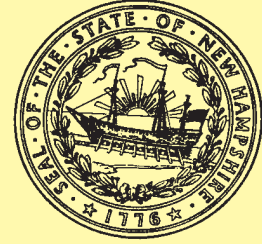
Thank you for this opportunity to serve.

Criminal Background Check Law

By Sharon Dyer, LPN, Board Member

The Board of Nursing office is continuing to receive calls from RN, LPN, LNA and ARNP's regarding the need for a criminal records check as part of the application process for license renewal and reinstatement. Callers are expressing their discontent with the new requirement to pay an additional fee for notarized records release before they are issued a license. There are also complaints directed at the Board of Nursing staff regarding medical disciplines such as physicians, dentists, and therapists not having this requirement.

The new requirements were reviewed in the fall 2003 edition of the Board Newsletter. Information in reference to this law also appears on the Board website. Please understand this requirement is a law and there are no exceptions. The state of New Hampshire has mandated the Board of Nursing overseeing this requirement. In the event you would like to understand more about Senate Bill 94, or if you would like to discuss your concerns relative to changing this law, you may wish to contact your representative in the legislature.



New Hampshire Board of Nursing

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Concord, NH 03301-2431

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Wednesday, October 6
IMPORTANT! DON'T MISS OUT!
An Open House &
An Open Forum

Please join us for an afternoon at the Board of Nursing office in the Walker Building, 21 South Fruit Street, Suite 16, Concord, in the State Office Park South (near NH State Hospital)

2:00 PM - 4:00 PM - Open House
Tour the new office!

4:00 PM - 6:00 PM - Open Forum
Join your nursing colleagues in a critical discussion about YOUR Nurse Practice Act. We will be resubmitting legislation related to the Nurse Practice Act this session and we need YOUR input.

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From the Investigator/ Prosecutor's Desk: Professional Boundaries Violations

By M. Lee Leppanen, RN, MN, JD

Recently there has been an increase in cases involving professional boundaries violations, frequently in the form of licensees being involved in financial dealings and other similar transactions with their patients. Here are some examples and how they develop.

Borrowing funds: the licensee is in financial need, tells the patient this, the patient is very sympathetic and loans the licensee money to be paid back when the licensee gets back on good financial footing. Then the licensee does not pay the money back and the patient files a complaint with the Board. The licensee takes the position that they thought it was a gift, or that the patient said they didn't need to pay it back. It then becomes a credibility issue that may require testifying at a hearing, which patients/relatives are often unable or reluctant to do. The licensee may also simply ignore the Board investigation requests. At a hearing, the Board may find them culpable and discipline the license. However, the patient may still not get repaid because the Board has no authority to collect.

Accepting gifts: the licensee has given the patient good care, so the licensee is given a sum of money or goods (e.g. cell phone service or use of a patient's recreation camp) as a thank you. Later, a relative learns of a patient's gift and wants it returned, or the patient or patient's relative becomes dissatisfied with the licensee's care and requests return of the gift. If the licensee refuses to return the gift, the patient or relative files a complaint and we arrive at the same hearing situation as above.

Accepting loans or gifts is a violation of the Nurse Practice Act and Board rules. Misconduct that can be charged against the licensee includes, but is not limited to: unprofessional conduct - because it is an ethical violation of professional boundaries; and patient exploitation - because of the patient's perception that licensees are in a position of authority, which can influence a patient's judgment. Further, in some instances such activities can be viewed as fraud and could be prosecuted as a criminal matter.

Licensee education programs and hospital inservices should emphasize this topic as it would help protect both patients and licensees from the often serious consequences of these improper transactions.

From the Executive Director continued from page 1

where many students cared for patients.

I had the honor of interviewing Janet Small, RN who directed the NH State Hospital School of Nursing from 1950-1983. Miss Small graduated from the program in 1939 and worked as a Head Nurse and Assistant Instructor prior to becoming the Director of the program. She shared the history of that fine institution of nursing education as well as the mission and vision of nursing that many of our NH graduates hold because of the clinical experience at

the NH Hospital.

Our current location was once the meal preparation and dining area of the building. Miss Small stated the building consisted of 6 patient care units. She has provided the Board with vintage photographs that were taken by Dorothy Breene RN, Class of 1930, DNS from 1944-1979. It is my sincere wish that all licensees come to the office to view this historical photographic information and come away with pride of the level of nursing excellence our new location represents.

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LNA Annual Meeting and Conference

Over 300 Licensed Nursing Assistants gathered at the Radisson Hotel in Merrimac, NH on April 1, 2004 for the Annual Board of Nursing LNA Meeting and Conference. The commitment to continuing education of the LNA's in attendance was truly amazing. During registration, some LNA's indicated that they had just finished a night shift and were forgoing their sleep time to attend while others left the conference to work the evening shift or made special arrangements to get the day off. We thank the LNA's who made this effort and the many facilities and agencies that supported LNA's to attend.

Our attendees provided us with valuable feedback about the conference that we will use in organizing the 2005 Annual LNA Meeting and Conference. Based on evaluation results we found that almost one-half of the LNA's who attended were employed in home care, acute care hospitals or in office/clinic settings. The other half were employed in long term care settings. Attendees suggested an increased focus at next year's conference on topics such as: communication, teamwork, assertiveness training, stress management, career advancement, time management, the role of the LNA in acute care, home care and the clinic setting and other topics including diabetes, heart disease and dementia.

We thank our many presenters without whom we could not have produced such an interesting and informative conference and also thank the LNA's who worked with us on the inevitable challenges presented in such a large group gathering. We are working on the 2005 LNA Annual Conference and ask that you email any suggestions that you have regarding speakers or topics to: boardquestions@nursing.state.nh.us.

Governor Benson Declares June 3, 2004 "Nursing Assistant Day" in New Hampshire.

On June 3, 2004, Licensed Nursing Assistants from across the state gathered on the State House lawn to be recognized and honored by the Governor for their dedication and contribution to New Hampshire citizens. Governor Benson cited the vital role LNA's play in health care delivery for the state's growing aging population and other consumers of health care services in New Hampshire. Licensed Nursing Assistants working in all settings, including acute and long term care, hospitals, nursing homes, residential care homes, adult day care centers and home care were presented pins and certificates of appreciation by NH Board of Nursing Executive Director, Margaret Walker.

We extend our sincere congratulations to each of the Licensed Nursing Assistants who were recognized as leaders in their field and thank all of the over 12,000 LNA's in New Hampshire for their care and support of the citizens of New Hampshire.

Calling all Nurse Historians!

The New Hampshire Board of Nursing will celebrate 100 years of service in 2007.

Although the Board of Nursing has changed its title a number of times during this past century, what we know of today as the Board of Nursing is one of the earliest boards in our country.



In preparation for the centennial celebration of the Board, we are searching for photographs and stories from the early days of nursing in New Hampshire. If you have old pictures or stories of what it was like to be a nurse early in our history, please let us know. If you or someone you know is a graduate of one of our now closed diploma schools, search the attic for your course outlines, uniforms, and other memorabilia! With your permission, we would like to publish some interesting stories of nursing in years past.

New Hampshire Board of Nursing Overtime Survey

The Health and Human Services subcommittee of the NH House of Representatives are studying the issues related to overtime. They wish to assess legislative needs of health care workers. Please take a moment to provide the legislature with input regarding this issue.

Have you been requested to work overtime?	Yes	No
---	-----	----

Was the overtime planned?	Yes	No
---------------------------	-----	----

How many hour of overtime do you work per month?		
less than 5	Yes	No
5-10	Yes	No
11-15	Yes	No
16-20	Yes	No
greater than 20	Yes	No

Have you ever accepted overtime because of concern with privileges or fear of sanctions?	Yes	No
--	-----	----

Have you accepted overtime because you had no other choice?	Yes	No
---	-----	----

Please send your responses to our e-mail address at :

boardquestions@nursing.state.nh.us

Thank you for participating!!

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For additional Information Contact:

Mary Ellen Kenney, Human Resources

VA Medical Center

718 Smyth Road

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Road to Recovery

The NH Board of Nursing will be implementing a program for individual licensees to come forward to the Board for assistance should they have issues with impairments that limit their practice or need assistance to keep them safely functioning as a licensee. The Board of Nursing's mission is to protect the public. With that mission in mind, the board wishes for nurses to request this assistance by calling the board office at 271-2323 or 271-6282. Further information will be available on our website in the next few months at www.state.nh.us/nursing.

It Was Truly a "Day of Discussion"

Many thanks to Diana Crowell for sharing her wisdom and insights with us at the Day of Discussion in June 2004. All who attended engaged in lively discussions about reflective leadership, creating balance in our personal and professional lives, clinical microsystems, and those "wicked questions." For those who have yet to be initiated to "wicked questions," they are those broad questions for which there are no simple answers, but which require us to look deeply into ourselves for answers. Two examples of "wicked questions" generated by the participants at the Day of Discussion were:

- How do you empower individuality, but encourage consistent standards of practice?
- If we are a helping/supportive profession, why can't we be better to each other?

Thanks also to the many others who helped the Day of Discussion a success:

- Marge Kerns who presented a session entitled "Engineering a Just Culture";
- Margaret Walker, Executive Director, and nurse volunteers who talked about a new program for impaired nurses;
- Nurse educators from schools and care delivery who participated in a lively discussion about new directions in education;
- Board members who participated in "Ask the Board.....";
- Board of Nursing staff members who worked tirelessly behind the scenes; and,
- Most importantly, to all the nurses who attended and shared their stories and asked their questions.

Keep asking those "wicked questions."

"Save the Dates"

Wednesday April 20, 2005

Licensed Nursing Assistant
Annual Meeting and Conference

Wednesday June 1, 2005

RN/LPN Day of Discussion

Grappone Conference Center
Concord, NH

Conference details and
registration forms will be
posted on-line and in
the next newsletter.

On-line licensing

Beta testing of this new licensing option was Beta tested by Ellen Hubbell RN. She graciously volunteered to assist the board with this process and her questions and input were invaluable. We thank Ellen for her support in the on-line process.

Continuing Education Information

In response to many questions we have updated the brochure for improved clarity. Please visit our website www.state.nh.us/nursing/ to review this updated information.



Moving day of the Board.



Duplicate Licenses

Licenses reported lost, stolen or never received and/or duplicate licenses issued (RN, LPN, ARNP, LNA) for the period of 2/1/04 - 8/31/04

Registered Nurses

011880-21 Sandra Bozek
012090-21 Karen A. Hubbard
014819-21 Paula B. Sinclair
015155-21 Donna R. Lewis
021250-21 Barbara A. McGivern
021673-21 Katherine B. Lajoie
021933-21 Jane M. Sherwin
022595-21 Donna M. Sarson
024041-21 Lawrence N. Gladden
024945-21 Patricia Hammon
025524-21 Florence Hanowski
026268-21 Arlene J. Chabot
026846-21 Cynthia Gregory
027497-21 Alexandra Sukeforth
027538-21 Diane G. MacBain
028733-21 Janet R. Woods
030551-21 Nanette Babcock
031011-21 Kathleen Denning
031678-21 Joanne M. Accardi
032214-21 Sally S. See
032232-21 Susan Ahern
032362-21 Laurel J. Lake
032460-21 Maureen O'Reilly
032761-21 Cynthia Spencer
033058-21 Karen Kotzmann
033447-21 Wilbert J. Hill
034090-21 Carol Jacques
034192-21 Lois Sans
034207-21 Ruth Ann Johnson
034783-21 June J. Burbee
034882-21 Una M. Shworak
035214-21 Judy A. Frizzle
035318-21 Anne Marie Silvasy
035362-21 Kathryn A. Little
035528-21 Mary Rhodes
037423-21 Margaret Byrne
037652-21 Kathryn J. Laschi
037761-21 Bethany Clay
038234-21 Joanne Benedetto
038390-21 Kathleen Cleveland
038464-21 Suzann M. Beauregard
038472-21 Erica Blouin
038738-21 Sandra Madden
039059-21 Kathryn L. Morris Lang
039293-21 Melissa P. Britton
039984-21 Coleen A. Mayo

040443-21 Joan F. Desjardins
041067-21 Megan Lozeau
041145-21 James Wareing
041154-21 Nichole L. Poole
041442-21 Kathleen P. Henry
041602-21 Karen Estabrook
041752-21 Dorothy Ruderman
042419-21 Michelle K. Katz
042688-21 Theresa L. Robinson
042713-21 Lori Nolan
042773-21 Catherine Byrnes
042782-21 Somer H. Andrews
042853-21 Diane Edwards
043174-21 Karen Doucet
044253-21 Cheryl A. Martin
044269-21 Loralie A. Belanger
044659-21 Christine Carlson
044690-21 Debra Ann Ritrovato
044700-21 Diana M. Latchaw
044730-21 Mary Dunsmore
044907-21 Jennifer Kavanaugh
045078-21 Tara S. Croteau
045186-21 Susan L. Bartis
045247-21 Maysa Sopha
045452-21 Angela S. Andrews
045582-21 Mariette LaFlamme
046036-21 Denise Daigle
046090-21 Lana Williams
046417-21 Jacqueline Jewell
046652-21 Amie K. Murphy
046777-21 Linda Breen
046791-21 Heidi Seebeck
047011-21 Karyn Stebbins
047132-21 Elizabeth Ridinger
047645-21 Donna Dumont
047670-21 Lauren Fish
048145-21 Catherine A. Rochford
048377-21 Rose Arguin
048429-21 Rachel Vanscoy
048756-21 Jean DeRoo
049052-21 Feliciano Azzi
049074-21 Heather A. Ogbunamiri
049095-21 Jaime A. Babine
049096-21 Lori Parker
049554-21 Tara C. J. Williams
049578-21 Candice-Lynn Charron
049690-21 Sally Wyman
049746-21 Weillah DeVera
049851-21 Patricia Porretta
049852-21 Jaime E. Hunt
050135-21 Tina M. Pageau
050489-21 Kathryn Brien
050521-21 Jessica Starr

050530-21 Diane Burdick
050663-21 Veronica A. Rawnsley
050682-21 Denise Anderson
050701-21 Jamie G. Cushman
050737-21 Cathie Beam
050771-21 Joyce M. Dupont
050814-21 Carol Dickey
050864-21 Emily S. Raymond
050934-21 Patrica Pattison
051190-21 Evelyn Schreiber
051415-21 Loredana Shepard
051450-21 Alicia F. M. Shortill
051503-21 Jocelyn Sachs-Dellea
051622-21 Jaymie S. Miller
051877-21 Carla J. Smith
052032-21 Kelly Ducharme
052082-21 Stefanie Rompala
052135-21 Jennifer Perley
052183-21 Amy J. Dubois
052317-21 Rachel J. Owens
052374-21 Ann Avery
052474-21 Beth A. Carter
052520-21 Susan Cain
052741-21 Christine C. Kewley
052752-21 Nicola Felicetti
052781-21 Maria Ludyton Lansangan
052805-21 Deanna M. Recchia
052920-21 Leona M. Kee
052926-21 Kay Anderson
052954-21 Janet Girouard
052983-21 Cindy M. Wright
053172-21 Mary E. Beier
037622-21 Carolyn Chambers
047420-21 Charles D. Laine

Advanced Registered Nurse Practitioners:

028585-23-03 Patricia Endsley
035318-23-11 Anne Marie Silvasy
047420-23-11 Charles D. Laine

Licensed Practical Nurses:

002361-22 Paullette M. Mizoras
002598-22 Carita Harr
002796-22 Patricia A. Poulin
002820-22 Donna L. Neilson
003516-22 Elinor P. Driggs
004384-22 Barbara J. Power
006868-22 Lois A. Ross
007249-22 Alice McFarland
007373-22 Rhonda Wiggins
008116-22 Carol Rafferty

010303-22 Sharon Klemczuk
 011143-22 Harold Patten
 011237-22 Jennifer Coy
 011409-22 Karey Hughes
 011687-22 Frank B. Scanlon
 011735-22 Anna V. Petro
 011801-22 Diana Cloutier
 011803-22 Tammy Gray
 012227-22 Emilie Carrier
 012334-22 Mark Rocha
 012588-22 Lisa Lombardo
 012598-22 Vanessa Vallee
 012669-22 Jennifer King
 012739-22 Michael Dionne
 012929-22 Tanya M. Landry
 012935-22 Karen Ravagno
 013053-22 Jean A. Fuller
 013055-22 Virginia Davis
 012202-22 Dianne M. Whipple

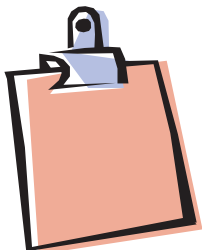
Licensed Nursing Assistants:

000346-24 Anita McGee
 000830-24 Kathleen M. Berthiaume
 002643-24 John Milan, Jr
 003767-24 Kimberly D. Paul
 004172-24 Linda S. Reade
 004971-24 Judith Bologna
 005562-24 Theresa Montgomery
 005801-24 Mishel Mercier
 007658-24 Melanie S. Labonte
 007799-24 Tracy L. Goldthwaite
 008436-24 Deborah Kobel
 008589-24 Terry L. Didonato-Noyes
 008702-24 Tona Blanchard
 008952-24 Coleen A. Mattingly
 009171-24 Claire Lowe
 009528-24 Lindsay B. Schreiver
 010313-24 Caren Waldholz
 011485-24 Christine Russell
 013574-24 Tami Martel-Horan
 013949-24 Donna M. Grow-Ellis
 014879-24 Stephanie A. Bridges
 015485-24 Suzanne Augustine
 015801-24 Julie C. Buote

015834-24 Michelle Jordan
 015882-24 Marta Otero
 016053-24 Tracy L. Ducasse
 016970-24 Meredith Puccio
 017089-24 Amanda B. Pepper
 017148-24 Wanda M. Crowell
 017257-24 Fawsa Hamid
 017606-24 Paula Trudeau
 017632-24 Jennifer L. Sanborn
 018251-24 Sandra L. Alicea
 018531-24 Shannon Farias
 019682-24 Janet E. Vivian
 019803-24 Aaron Drury
 019942-24 Tonya Davis
 020249-24 Erica Roy
 020335-24 Susan C. Auger
 020562-24 Carlene Reisman
 020587-24 Kimberly Boutin
 020644-24 Peggy Pitman
 020652-24 Alysia Renfrew
 021247-24 Ana Dragnea
 021483-24 Shannon Moody
 021808-24 Angela K. Woodward
 021840-24 Melanie Miller
 022096-24 Melissa Brown
 022259-24 Cherie L. Taylor
 022345-24 Mark W. Whitcomb
 022458-24 Amy L. Boisvert
 022858-24 Tammy Peltier
 022908-24 Angel Jarvis
 022912-24 Amy Currier
 022932-24 Renee R. Tessier
 022960-24 Jessica M. McHard
 023200-24 Megan Denny
 023301-24 Lisa Lane
 023379-24 Andrea Bodu
 023560-24 Kelly Toupin
 023644-24 Jennifer L. Sperberg
 023769-24 Tiffany A. Welch
 024121-24 Michael A. Carrozzo
 024598-24 Erika M. Hamel
 025032-24 Pamela L. Plomondon
 025172-24 Sarah Quigley
 025370-24 Jana Goulet
 025683-24 Carrie L. Terrio

025711-24 Adrienne M. Rochon
 025783-24 Stephanie Biron
 025869-24 Cynthia C. Lent
 025933-24 Kimie L. Bringle
 026009-24 Julie L. Strazzeri
 026071-24 Sheena Morin
 026133-24 Patricia A. Heinonen
 026161-24 Carolyn Roosenboom
 026389-24 Melissa Pettersen
 026455-24 Alicia W. Hughes
 026635-24 Mary C. Phillips
 026691-24 Crystal L. White
 026806-24 Jennifer Garland
 027016-24 Sylvia Sullivan
 027083-24 Edward Lesko
 027332-24 Sarah Rosenberger
 027379-24 Karyl Cohen
 027445-24 Helen E. Reid
 027624-24 Jennifer Haley
 027790-24 Lynn A. Hupe
 027832-24 Angela Schaufus
 028017-24 Heidi Thompson
 028055-24 Xina M. Barnes
 028097-24 Astra Wentworth
 028140-24 Jennifer Fox
 028169-24 Sarah Freitas
 028191-24 Kelly A. Rivas Jalbert
 028308-24 Carol A. White
 028370-24 Rebekah A. Stokes
 028475-24 Linda Zuniga
 028493-24 Kara M. Fry
 028693-24 Michele M. Rowland
 028707-24 Donna Fairchild
 028710-24 Jennifer R. von der Linden
 028761-24 Cecilia O. Hubbard
 029079-24 Mary S. Bresler
 029086-24 Yesica P. Gonzalez
 029090-24 Christopher M. McBeigh
 029167-24 Jacqueline O. Williams
 029474-24 Margaret R. Baker
 029675-24 Tina Blanchard

Have you completed the Board of Nursing survey yet?



If you haven't yet filled out the Board of Nursing survey that you can find on the web site, go to www.nursing.state.nh.us, and click on **Board of Nursing Survey - New!** and complete the survey today. It only takes a few minutes of your time. We all know that there is a nursing shortage, but until we have YOUR information, we don't know how many nurses work here in NH, or how many nurses plan to retire in the next few years, or how many nurses are working at more than one job. Please do your part to help get an accurate description of nurses working in NH.

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Board Actions

At its March 20, 2003 meeting, Board members voted not to publish names of individuals involved in disciplinary actions. Names can be obtained by calling the Board office. The Board further voted Reprimands will no longer be posted in the Newsletter. Any questions please call Susan Goodness at the Board office, (603) 271-2323

LIC NO.	BOARD ACTION	DATE OF ACTION	LENGTH OF TIME	CITY/STATE OF LAST KNOWN EMPLOYER	ACTION CAUSING DISCIPLINARY ACTION
038351-21	Probation terminated in NH	2/11/04		Massachusetts	
047256-21	Reinstated w/restrictions/conditions	2/19/04	1 yr	Manchester, NH	
010894-22	Probation w/restrictions & conditions	2/19/04	1 yr	Concord, NH	Documented the administration of narcotic pain medications far exceeding that administered by any of the nurses on all other shifts; Incomplete documentation of narcotic pain medications.
037524-21	Reinstated w/restrictions/conditions	2/19/04	1 yr		
044394-21	Denied removal of conditions & restrictions; extended probationary period	2/19/04	1yr		
011080-22	Reinstated w/restrictions/conditions	2/19/04	1 yr		
041522-21	Removal of all conditions & restrictions	2/19/04			
047035-21	Probation w/restrictions & conditions	2/19/04	1 yr	Nashua, NH	Admitted to diverting 8 tablets of Ultram to treat her own headache from a pharmacy bag containing discontinued drugs.
044080-21	Suspended	2/19/04	9 mo	Exeter, NH	Admitted misappropriation of and having a substance abuse problem with: narcotic pain medications.
046331-21	Reinstated w/restrictions/conditions	2/19/04	1 yr		
008294-22	Probation w/restrictions & conditions and a \$200.00 fine.	2/19/04	1 yr	Dover, NH	1) Although Respondent had received prior permission to leave to attend a private function, she left her assignment and reported off to two LNA's, who were the only staff on the unit, without ensuring the stability of one of her patients who had complained of chest pain; and 2) Put the side rails up on a patient's bed to prevent them from lying in bed all day, denied she had done so and tore up a nursing note that stated she had put the rails up; later admitted to both incidents.
3181452	Grant license by endorsement under probation with conditions & restrictions	2/19/04	6 mo.	Boscawen, NH	
047876-21	Suspended	2/19/04	9 mo	Plymouth, NH	Admitted to misappropriation of, and a substance abuse problem with: Nubain.
009080-22	Reinstated w/Probation	3/18/04	1 yr	Bedford, NH	History of past disciplinary actions; Misconduct of: failure to account for narcotic pain medications and failing to administer narcotic pain medications in accordance with an appropriate pain assessment.
024434-21	Suspended and a \$200.00 fine	3/18/04	1 yr		
045724-21	Reinstate w/probation	3/18/04	1 yr		
010831-22	Suspended	3/18/04	9 mo	Bedford, NH	Admitted to misappropriation, and a substance abuse problem with: narcotic pain medications.
050473-21	Suspended	3/18/04	9 mo	Plymouth, NH	Admitted to being under the influence of alcohol while on duty and has recently had a substance abuse problem with alcohol.
043959-21	Probation	3/18/04	6 mo	Bedford, NH	Failed to accurately document an administered prescribed antibiotic; Administered SoluMedrol in the deltoid muscle because the patient was also receiving two other injections in the gluteus; Administered 10 times the dose of a vaccine.
009470-22	Suspended and a \$500.00 fine	3/18/04	1 yr	Lebanon, NH	Recorded inaccurate or non-obtained pulses on multiple patients; Failed to respond to inquiries by the Board.
012101-22	Probation w/conditions & restrictions and a \$200.00 fine	4/15/04	6 mo	Keene, NH	Failure to accurately obtain and record glucose tests, whether or not intentional.
047256-21	Restriction #5 removed	4/15/04			
039608-21	Suspend and a \$200.00 fine	4/15/04	6 mo	Manchester, NH	Admitted to misappropriation of, and having a substance abuse problem with: narcotic pain medications.

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— HOUSE SUPERVISOR —

Full-time position for 7-3 supervisor. Position coordinates the activities and provides clinical and supervisory leadership and expertise for the overall Department of Nursing day shift. Also functions as the charge nurse on the Med/Surg Unit. Current clinical experience of at least 5 years required and 3 years supervisory experience preferred; current BLS and ACLS and Basic EKG course required; ICU and ED experience strongly preferred; BS, BA or BSN preferred.

— DEPARTMENT MANAGERS —

CRITICAL CARE (ED & ICU)

INPATIENT (MED/SURG/OB)

Responsible and accountable for 24/7 coordination of nursing activities and providing clinical and managerial leadership and expertise. Qualifications: previous experience of 5-8 years in area(s) of responsibility, previous management experience for 2-3 years; ACLS required; critical care experience preferred; BS or BSN strongly preferred; MS or MSN preferred.

— CRITICAL CARE INSTRUCTOR —

Challenging position for a BSN-prepared nurse to coordinate education for all staff, primarily nursing. Current N.H. license-eligible; BLS and ACLS provider/instructor; PALS provider/instructor preferred. Minimum five years experience in acute/critical care. Experience mentoring/precepting new nurses.

— CRITICAL CARE NURSES —

Positions available for registered nurses with critical care experience (e.g. ED, ICU, Cardiac Rehab, etc.), requires BLS, ACLS, Basic EKG course, and advanced critical care training. Must be N.H. license-eligible.

Weeks Medical Center consists of an acute-care hospital, home health agency, and multi-office physician practice. We offer a variety of practice opportunities and the ability to cross-train to areas of interest.

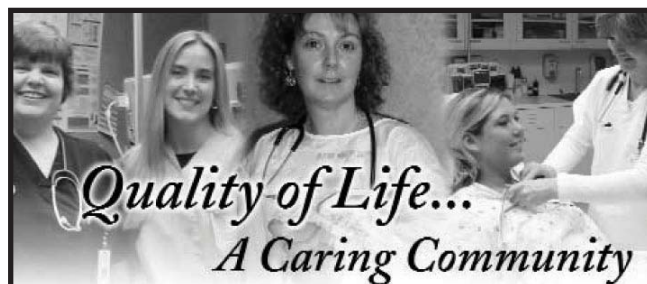
Visit our employment web page
www.weeks.hitchcock.org

Please submit resume to:
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Weeks Medical Center
173 Middle Street • Lancaster, NH 03584
603/788-5018

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PERSONNEL, 795 Washington Road, Rye, NH

052345-21	Suspended	4/15/04	9 mo	Lebanon, NH	Admitted to misappropriation of, and having a substance abuse problem with: narcotic pain medications.
051710-21	Reciprocal discipline terminated	4/21/04			
030121-21	Probation & \$200.00 fine	5/20/04	6 mo	Laconia, NH	Admitted to reporting for work under the influence of alcohol and that she has a problem with alcohol.
031426-21	Removed restrictions & conditions	5/20/04			
005654-22	Reinstated w/ restrictions/conditions	5/20/04	1 yr		
042809-21	Reinstated w/restrictions/conditions	5/20/04	1 yr		
036104-21	Suspend retro to 12/03 and a \$200.00 fine	6/14/04	6 mo	Rochester, NH	Left the medication cart unsecured with pre-poured, unlabeled medications on the top, including pre-filled syringes; 2) Recorded 8:00 PM medications at 4: 00 PM for four patients; and 3) Recorded the administration of 4:00 PM medications for three residents though she had not actually administered them.
008723-22	Probation	6/17/04	9 mo		
036104-21	Reinstate w/restrictions & conditions	7/15/04	1 yr		
046286-21	Reinstated w/restrictions & conditions	7/15/04	1 yr		
050737-21	Suspended and a \$200.00 fine	7/15/04	9 mo.	Vermont	Respondent's Vermont RN license had been summarily suspended, pending a hearing, relative to her admission that she misappropriated narcotic pain medications for her own use.
010894-22	Probation w/conditions & restrictions	7/15/04	1 yr	New London, NH	Accepted an assignment from her staffing agency that was in violation of a previous Settlement Agreement with the Board.
033911-21	Remove all restrictions	7/15/04			
051741-21	Revocation and a \$200.00 fine	7/15/04		Maine	Reciprocal Discipline: entered into a Consent Agreement for a Voluntary Surrender of License relative to her conviction in Maine for the possession of a scheduled drug, and her admission that she used cocaine and has multiple addictions.
015680-21	Removal of probation from RN license	7/15/04			
044061-21	Suspend and a \$200.00 fine	7/15/04	3 mo	Portsmouth, NH	Admitted to narcotic misappropriation and use
026050-21	Probation w/restrictions & conditions and a \$200.00 fine.	8/9/04	6 mo.	Dover, NH	Reported for duty under the influence of alcohol
022749-24	Revoked	2/19/04		Haverhill, NH	Failed to respond to Board-authorized written requests by the Investigator/Prosecutor to provide information regarding the allegations in the complaint; observed yelling at residents, discussing her sex life in the presence of residents, swearing in residents' presence, made derogatory comments to residents and generally speaking to patients in a rude, abrupt manner. Recorded resident care that she did not in fact perform, particularly toileting needs.
007026-24	Reinstated w/restrictions & conditions	3/18/04	1 yr		
016472-24	Voluntary Surrender	3/18/04		Epsom, NH	Conviction of patient abuse in the Merrimack County Superior Court.
005881-24	Voluntary Surrender	4/15/04		Lebanon, NH	Admitted to having a consensual sexual relationship with a female patient under his care.
027083-24	License reinstated	4/22/04			
000972-24	Suspension until successfully petitions Board and a \$100.00 fine	5/20/04		Keene, NH	Pled guilty, pursuant to a plea agreement, in Keene District Court of "knowingly cause unprivileged physical contact to another, to wit...by kissing a resident on the lips"
027985-24	Revoked and a \$200.00 fine	6/17/04		Portsmouth, NH	Misappropriation of blank prescription forms for the purpose of obtaining pain medications by forging her doctor's signature.
016600-24	Denied Reinstatement of licensure	6/17/04			
027490-24	Revoked and a \$200.00 fine	6/17/04		Windham, NH	Admitted to taking \$150 from a Resident's personal strongbox.
008043-24	Revoked and a \$150.00 fine	7/15/04		Nashua, NH	Admitted had stolen a patient's credit card and had used it to make purchases totaling about \$1100.00.

New Hampshire Board of Nursing Clinical Practice Advisories

This represents specific questions and rulings by the Board between Oct. 2003 & July 2004. Clinical practice advisories are updated on-line on a monthly basis and can be found at: www.state.nh.us/nursing.

For additional information, please refer to our Frequently Asked Questions (FAQs) at: <http://www.nh.gov/nursing/faq.html>

QUESTION	BOARD OF NURSING RESPONSE	APPROVAL DATE
Is it within the scope of practice of a RN to manipulate/advance the endoscope with physician present?	It is allowed provided competencies are met following Nur 305.01 (c) and (d).	October 16, 2003
Can the RN insert an intraosseous catheter?	It is allowed provided competencies are met following Nur 305.01 (c) and (d).	October 16, 2003
Can the RN us ultrasound to locate deep veins when introducing PICC lines?	It is within the scope of practice of a RN provided competencies are met following Nur 305.01 (c) and (d).	October 16, 2003
Can a LNA assist clients with the application of TENS units?	It is within the scope of practice for a LNA to assist clients with the application of TENS units provided competencies are met following Nur 305.01 (c) and (d).	October 16, 2003
Is it within the scope of practice for a RN to perform jaw relocation for stable residents?	It is within the scope of practice for a RN to perform jaw relocation for stable residents provided competencies are met following Nur 305.01 (c) and (d).	November 20, 2003
Is it within the RN scope of practice to practice Hypnotherapy?	The Board determined that it is within the RN scope of practice to practice Hypnotherapy.	November 20, 2003
Can nurses be held accountable for unlabeled medications at the bedside at Hospice House?	The Board opined that nurses could not be held accountable for unlabeled medications left at the bedside at Hospice House.	November 20, 2003
Does a faculty member from a nursing program in another state, who is overseeing a student practicum at a NH facility, have to have a NH RN license?	The Board opined that a NH license is not required, unless the faculty member is engaged in direct clinical care supervision.	January 15, 2004
Is it within the scope of RN practice to take part in the insertion of PEG tubes?	It is it within the scope of RN practice to take part in the insertion of PEG tubes provided competencies are met following Nur 305.01 (c) and (d).	January 15, 2004
Is it within the scope of practice for a LNA to start intravenous lines?	It is not within the scope of practice for a LNA to insert an intravenous line.	January 15, 2004
Can a candidate continue to reapply to take NCLEX-RN or NCLEX-PN regardless of the number of times failed?	There is no limitation to the number of times NCLEX can be taken. If candidate passes NCLEX after taking test multiple times, application to be flagged for review by the Board.	February 19, 2004
Is it within the scope of practice of a RN to administer contrast dye, IV push, in preparation for diagnostic examinations such as an echocardiogram?	The Board determined it is within the scope of practice.	February 19, 2004

QUESTION	BOARD OF NURSING RESPONSE	APPROVAL DATE
Is it within the scope of practice of a RN to attach a cardiac monitor, place a programmer wand over the pacemaker, interpret the cardiac rhythm, perform sensing tests, capture thresholds and reprogram the pacemaker per physician telephone orders?	The Board opined that it is within the scope of practice provided all competencies are met following Nur 305.01 (c) and (d).	February 19, 2004
Is it within the scope of practice of a LPN to replace a PEG (Percutaneous Endoscopic Gastrostomy) tube?	It is within the scope of practice of a LPN to replace a PEG tube provided competencies are met following Nur 305.01 (c) and (d).	March 18, 2004
Is the use of eye drops, with a short term numbing agent, within the RN scope of practice?	The use of eye drops is within the scope of practice of a RN, provided there is a physician order and competencies are met following Nur 305.01 (c) and (d).	March 18, 2004
Are non-nursing certifications, such as Diabetes Education, Case Management and Risk Management eligible for continuing education contact hours?	Non-nursing certifications, such as Diabetes Education, Case Management and Risk Management are eligible for continuing education contact hours.	March 18, 2004
Can a LNA call in prescriptions to a pharmacy?	It is not within the scope of practice of a LNA to call in prescriptions to a pharmacy.	April 15, 2004
Is it within the scope of practice of a RN to practice acupuncture if s/he obtains the necessary education and licensure from the board of acupuncture?	The Board opined that nursing interventions, such as acupuncture, that are components of the Plan of Care and performed by a licensee who is competent to perform the intervention(s) are appropriately within the RN scope of practice.	April 15, 2004
Does a Nurse Practitioner faculty member from a nursing program in another state, who is overseeing a student practicum at a NH facility, have to have a NH RN license?	The Board opined that a NH license is not required unless the faculty member is engaged in direct clinical care supervision.	April 15, 2004
Can a RN in the state of NH, practice home care in NH, based on a verbal order from an out of state physician?	The Board opined that yes, a RN can practice home care in NH based on a verbal order from an out of state physician.	May 20, 2004
Is it within the scope of practice of a LNA to change the tracheostomy collar that holds the tracheostomy in place?	The Board opined that it is within the scope of practice of a LNA to change the tracheostomy collar that holds the tracheostomy in place providing there is appropriate delegation under Nur 404, and competencies are met following Nur 305.01 (c) and (d).	June 17, 2004

QUESTION	BOARD OF NURSING RESPONSE	APPROVAL DATE
<p>1. Is it within the scope of practice of a Registered Nurse to administer propofol to intubated, ventilated patients in a critical care setting?</p> <p>2. Is it within the scope of practice of a Registered Nurse to administer propofol or succinylcholine, while assisting anesthesia personnel or emergency room physicians/ARNPs in emergency or rapid sequence inductions/intubation?</p> <p>3. Is it within the scope of practice of a Registered Nurse to administer propofol as conscious sedation?</p>	<p>The Board reviewed the AANA-ASA Joint Statement Regarding Propofol Administration (April 14, 2004) and has ruled that:</p> <p>1. It is within the scope of practice of a Registered Nurse, provided the competencies in Nur 305.01 (c) and (d) are met and are within the guidelines of the institution.</p> <p>2. Yes, provided the competencies in Nur 305.01 (c) and (d) are met and are within the guidelines of the institution.</p> <p>3. No, when propofol is used for sedation/anesthesia, it should be administered only by persons trained in the administration of general anesthesia, who are not simultaneously involved in these surgical or diagnostic procedures.</p> <p>**#1-3, above, also apply when other IV induction agents are used for sedation, such as thiopental, methohexital, etomidate, succinylcholine.</p>	<p>July 15, 2004</p>

DIRECTIONS

**The New Hampshire Board of Nursing is now located at
21 South Fruit Street, Concord, NH 03301, in the Walker Building.**

The Walker Building is located in the State Office Park South campus, near New Hampshire Hospital and not far from Concord Hospital.

To reach our office, please follow the directions below:

From North of Concord on I-93:

Take I-93 South to Exit 14 (Louden Road). Turn right onto Louden Road. Proceed approximately ½ mile to the intersection of Louden Road and N. Main Street. Take a left onto N. Main Street and go approximately one mile. Take a right onto Pleasant Street and proceed for approximately one mile. Turn left onto South Fruit Street. The Board of Nursing is located in the Walker Building, at the corner of South Fruit and Pleasant Street at 21 South Fruit Street.

From South of Concord on I-93:

Take I-93 North to Exit 13 (Manchester Street, toward Downtown Concord). After approximately 1.5 miles, take a left onto Pleasant Street. After approximately one mile, turn left onto South Fruit Street. The Board of Nursing is located in the Walker Building, at the corner of South Fruit and Pleasant Street at 21 South Fruit Street.

From North of Concord on Route I-89:

Take Route I-89 South to Exit 2, Clinton Street, toward Concord. Stay on Clinton Street for approximately 1.5-2 miles, then turn left onto South Fruit Street. The Board of Nursing is located in the Walker Building, at the corner of South Fruit and Pleasant Street at 21 South Fruit Street.

From the Seacoast:

Take Route 4 West to I-393. Follow I-393 for approximately 5 miles into Concord. Turn left onto North Main Street. After approximately ¾ miles take a right onto Pleasant Street. After approximately one mile, turn left onto South Fruit Street. The Board of Nursing is located in the Walker Building, at the corner of South Fruit and Pleasant Street at 21 South Fruit Street.

Licensing Questions - Did you know.....?

◆ License application forms are changing!

When you open the envelope containing your license renewal application, you may notice that the application form looks different. You will find a new checklist that you must send back to us with your completed application form. The checklist is intended to make sure you don't forget to complete one of the steps in the process. If you forget to complete a step in the process or you overlook filling out any part of your application, we must send the form back to you for correction. This results in delays and you may not be able to renew before the expiration date. When you receive your renewal application in the mail, don't delay! **Start the process early to avoid a lapse in your license! And don't forget that on-line license renewal is now available.**

The checklist for your renewal will look like this:

Please complete, sign and submit this checklist along with your renewal application if you are renewing by mail.

If you wish to renew your license using the on-line process, please use the code number on your license renewal application and follow the on-line directions.

Please note: you must still complete step #1 (Criminal Record Requirement) if you are renewing on-line.

1. ☐ YES I have completed a Criminal Record Release Authorization Form and have sent the **notarized** form **directly to the NH State Police** with a check or money order for **\$10.00** payable to: State of NH – Division of State Police.
The State Police will process your criminal record request and send a report directly to the Board of Nursing, typically within 5 business days. Please be aware that the NH Board of Nursing cannot complete your license renewal until we have received and reviewed your criminal record report from the NH State Police. We can only accept criminal record reports that are sent to us by the NH State Police.
2. ☐ YES I have completed and attached the NH Board of Nursing/Nursing Assistant Application for License Renewal (Note: You must answer **ALL** questions, and **SIGN**, and **DATE** the form. Failure to do so will result in the application being returned to you and a delay in your license renewal. It could also result in a lapse in your licensure.)
3. ☐ YES I have attached a check or money order for the correct renewal fee **payable to:** Treasurer, State of New Hampshire.

Please note: All documents must be received in the Board office before your birthday in order for your license to be renewed.

The renewal process cannot be completed until your application (completely and accurately filled out), appropriate fees and criminal record report have been received and reviewed.

The Verification Center on the New Hampshire Board of Nursing website will be updated as soon as your license has been renewed. Please check the Board of Nursing website at the web address noted above or call the Voice Verification Line at: (603) 271-6599.

Print Name:

Signature:

Date:

- ◆ ***On-line verification for all licensees is accurate, quick, current, and available 24 hours/day!***

The new on-line verification system is just a click away. You can check the status of your own license or managers can check the status of an employee's license. You can also print a copy of the verification form for your records. Go to the Board of Nursing website, www.nursing.state.nh.us, click on License Verification. Follow the directions on the screen, and you will be able to document the License Status, the Issue date, Expiration Date, and whether the licensee has been disciplined by the Board. If the screen indicates a discipline record, you are instructed to call the Board office for additional information.

- ◆ ***What should I do if I haven't completed my continuing education contact hours before I'm due to renew my license?***

You may not renew your license unless you have met the continuing competence requirements, which include continuing education and active-in-practice requirements. If you cannot meet the continuing education requirements, you will not be able to renew your license. Information about continuing education requirements is available on the Board of Nursing website, <http://www.state.nh.us/nursing/publications/continueinged.html>. You may reinstate your license after you have earned the correct number of contact hours. ***However, you may not work as a nurse/ nursing assistant until your license has been reinstated.***

- ◆ ***"Please include my name and address on a New Hampshire computerized list of nurses/ nursing assistants that may be made available for purchase?" Do you really understand what that means?***

When you check "Yes" or "No" to the question on your license application referring to your name being included on a "computerized list of nurses/nursing assistants that may be made available for purchase" do you know what to expect? The Board of Nursing may sell all or parts of the mailing list to a number of organizations, including employers who are advertising for additional staff, organizations that provide continuing education, or publishing houses that mail nursing journals such as New Hampshire Nursing News or Nursing Spectrum. If you answer "No" on your license application, your name will not be given out and you will not receive some professional publications, or information about some continuing education or new opportunities. It's up to you!



Stanley and Yvette Plodzick



Are those really pictures of Stan?



Margaret Walker with Anita Ristau,
Vermont Board of Nursing, Executive
Director



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EDUCATIONAL PROGRAMS APPROVAL STATUS
LICENSED NURSING ASSISTANT:

Program	Coordinator	Outcome
February 19, 2004		
• Pinkerton Academy	Laura Walker	Continued Approval
• LNA Health Careers	Shelly Ling	Continued Approval
March 18, 2004		
• Crotched Mountain Rehab Center	Mary Frances Lawler	Continued Approval
• Redirected Energy	Kathleen Lord	Continued Approval
• NHCTC: Claremont	Arlene Halsted	Continued Approval
April 15, 2004		
• Greenbriar Terrace Healthcare	Ann Charros	Continued Approval
May 20, 2004		
• Nashua North High School Health Occ	Noreen Falzone	Continued Approval
• St Joseph School of Health Occ	Pamela Wetmore	Continued Approval
June 17, 2004		
• Coos County Nursing Hosp	Wendy Brousseau	Continued Approval
July 15, 2004		
• Exeter Health Resources	Nancy DeSotto	Continued Approval
• Med Pro Ed Services LLC	Pamela Heggelund	Continued Approval
• Personal Touch of Greater Portsmouth Inc	Maria Medbery	Continued Approval
• Cedarcrest	Patricia Warren	Continued Approval
• Hillsborough County Nursing Home	Gayle Feick	Continued Approval

EDUCATIONAL PROGRAMS APPROVAL STATUS
MEDICATION NURSING ASSISTANT:

Program	Medication Nurse Reviewer	Outcome
February 19, 2004		
• Uni-Care Health Services	Kathy Leighton	Continued Approval
• Belknap County Nursing Home	Linda Sanders	Continued Approval
• LNA Health Careers	Shelly Ling	Continued Approval
• Med Pro Ed Services LLC	Pamela Heggelund	Continued Approval
March 18, 2004		
• Crotched Mountain Rehab Center	Margaret Lins	Continued Approval
• NHCTC: Laconia	Juliette Young-Traiger	Conditional Approval
April 15, 2004		
• NHCTC: Berlin	Nancy Smith	Continued Approval
• Merrimack County Nurs Home	Julia Jason	Continued Approval
June 17, 2004		
• Coos County Nursing Hosp	Wendy Brousseau	Continued Approval
July 15, 2004		
• NHCTC-Stratham/Pease	Marie King	Continued Approval

EDUCATIONAL PROGRAMS APPROVAL STATUS

Program	Coordinator	Outcome
April 15, 2004		
• Nurse Extern Program Healthsouth Rehabilitation Hospital	Joseph Adamski	Initial Approval
• LPN Program Holden Health Career Training Center	Serah Kungu	Initial Approval
July 15, 2004		
• LPN IV Therapy Course Kindred Pharmacy Services Kindred Health Care	Kathleen Byrne	Initial Approval

Paid Feeding Assistant Programs

ORGANIZATION	CURRICULUM APPROVAL
Mtn View Nursing Home - Ossipee	November 24, 2003
Grafton County Nursing Home	November 24, 2003
Alice Peck Day Hospital - ECU	December 15, 2003
Rockingham County Nursing Home	December 22, 2003
Care Services St. Vencent De Paul, Berlin-Country Village - Lancaster	December 29, 2003
Coos County Nursing Home - W. Stewartstown	January 5, 2004
Golden View Health Care Center - Meredith	January 8, 2004
NH Veterans Home - Tilton	January 12, 2004
Mark W. Wentworth Home - Portsmouth	January 26, 2004
Coos County Nursing Home - Berlin	January 26, 2004
Edgewood Center - Portsmouth	January 26, 2004
Belknap County Nursing Home - Laconia	February 10, 2004
Genesis Elder CareRidgewood Center - Bedford	February 10, 2004
Genesis Elder CareLebanon Center - Lebanon	February 10, 2004
Sullivan County Nursing Home	February 25, 2004
Sunbridge Care and Rehab for Exeter	March 1, 2004
Dover Rehab & Living Center	March 15, 2004
St. Theresa Health Care Ctr - Manchester	March 23, 2004
Greenbriar Terrace Healthcare - Nashua	March 24, 2004
Riverside Rest Home - Dover	April 6, 2004
Woodlawn - Newport	April 13, 2004
Crotched Mtn RehabCtr - Greenfield	April 13, 2004
Merrimack County NH - Boscawen	April 26, 2004
Rochester Manor - Rochester	April 26, 2004
Good Shepherd HC Center - Jaffrey	May 19, 2004

NH Board of Nursing Medication Nursing Assistant (MNA) Survey Results

In April 2004, a survey was distributed to all Medication Nursing Assistants (MNAs). The total number of MNAs in April was 125. We received a 57% response rate. Thank you to all the MNAs who completed the survey!

PURPOSE: The purpose of the study was to collect data from MNAs to assess the first year since legislation passed. The information was reviewed and compared to the current RULES to assure that the program met the requirements and quality assurance of the new role of the Licensed Nursing Assistant (LNA).

CONCLUSIONS: Student motivation was at a high level related to role expansion, increased knowledge, confidence and promotion of self-esteem. Further study is needed to assess the need for orientation at the facility level for the MNA program. Further inservices regarding the MNA role for the delegating staff is needed to increase acceptance and promote collaboration and lastly, Leadership surveys should be sent to Director of Nursing Services vs. Facility Administrators to increase the Leadership response rate.

We will be conducting additional surveys in the future to compare and contrast information, especially related to medication error rates, orientation, delegation and scope of practice. Thank you to all that participated!



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SCOPE OF WORK: Applies professional nursing standards in making recommendations on health care work methods, treatment and education for the Immunization Program with the Division of Disease Prevention and Health Promotion.

Requirements: Bachelor's degree in nursing or an allied health field from an accredited college or university and four years' experience as a registered nurse under supervised nursing practice in a community health agency; or an equivalent combination of education and experience.

License/Certification: Current license as a Registered Nurse issued by the New Hampshire Board of Nursing Education and Nurse Registration. Valid New Hampshire driver's license and/or access to transportation for use in statewide travel.

Employees may be required to pay an agency/union fee.

For further information contact Michael Dumond at 271-4482.
To apply, obtain an application from Human Resources at the Dept. of Health and Human Services, 129 Pleasant St., Concord, NH 03301, (603) 271-4286, or download and print one from <http://www.nh.gov/hr>, and mail to the Human Resources Office. Please reference position #40322 on the completed application, and include a copy of your college transcripts, which may be required prior to successful completion of the interview process. This position will remain open until a qualified applicant is found. EOE.

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MARK YOUR CALENDAR!

Orientation Programs for New Nurse Managers and Educators in New Hampshire

Thursday, September 30, 2004, 1:00 PM - 4:30 PM

OR

Thursday, November 4, 2004, 1:00 PM - 4:30 PM

We are now accepting reservations for the Fall Orientation Program for New Nurse Leaders. Two sessions are scheduled for the Fall:

Thursday, September 30, 2004
and

Thursday, November 4, 2004

Classes are free, but space is limited. Please pre-register! Classes will be held at the Board of Nursing Office, 21 S. Fruit Street, in Concord and will be scheduled from 1:00 PM to 4:30 PM. The following topics will be included:

- Overview of the Board's purpose, composition, and function, Nurse Practice Act and Administrative Rules
- Licensure and Examination for RNs, LPNs,
- Scope of Practice for RNs, LPNs
- Licensure for LNAs, Scope of Practice for LNAs
- Medication Nursing Assistants, Paid Feeding Assistants
- Delegation Rules
- Advanced Nursing Practice - Licensing and Practice Issues
- The Complaint Process
- Disciplinary Process

REGISTER NOW! SPACE IS LIMITED!

Thursday, September 30, 2004, 1:00 - 4:30 PM

OR

Thursday, November 4, 2004, 1:00 - 4:30 PM

- ☐ Register via email: jevans@nursing.state.nh.us or
- ☐ Register by regular mail by copying the form below and mailing it to the Board of Nursing, PO Box 3898, Concord, New Hampshire 03302-3898

Registration for New Manager /Educator Orientation Program

_____ Thursday, September 30, 2004, 1:00 - 4:30 PM

OR

_____ Thursday, November 4, 2004, 1:00 - 4:30 PM

Name: _____

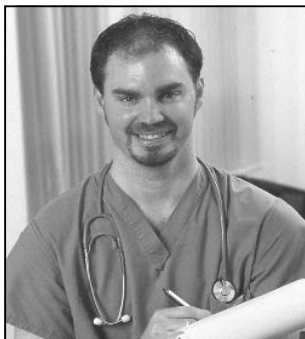
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Committee Meetings:

Liaison Committee meets the third Thursday of the month as needed. The committee agenda is finalized 10 days before the meeting date. Please contact Judith Evans for more details.

Practice and Education Committee meets on the first Thursday of each month. Please contact Lorene Reagan or Anita Paris for more details and meeting dates.

Educators Committee, an ad hoc committee for academic and practice educators meets once each quarter. Call Judith Evans for more information.

Joint Health Council meets once each quarter usually the first Monday of the last month of the quarter, (e.g. Dec., April.) **Next meeting** Dec. 6, 2004. See web site for agenda, minutes and other information.

All meetings are open to the public and are held at the Board office.

JOINT HEALTH COUNCIL MEMBERS

Members serve 3 year terms and are able to serve 2 terms for a total of 6 years

	<u>Appointed</u>
Dr. Wayne Dutch	12/4/00
Dorothy Mullaney, ARNP	12/4/00
Dr. Ira Schwartz	6/2/03
Dr. Michael Carvalho	6/4/01
Dr. Peter Dicks	6/2/02
Dr. Charles Felton	9/11/00
Dr. Steven Whitcomb	9/11/00
Jack Neary, ARNP	3/4/02
Mary Bidgood-Wilson, ARNP	12/2/02
Dr. Jack Brown	7/22/04

HOLIDAYS OBSERVED

November 11, 2004
November 25, 2004
November 26, 2004
December 24, 2004
December 31, 2004
January 17, 2005

Did you know that the National Council of State Boards of Nursing (NCSBN) depends on nurses to assist in the NCLEX® item development process?

Volunteers are needed to write, review and judge items (test questions).

As a volunteer, you can:

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- Contribute to continued excellence in the nursing profession.
- Have an opportunity to network on a national level.
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For more information, check out the Council's website at:
<http://www.ncsbn.org> or call NCSBN Testing Services, toll free at: 1-866-293-9600.

The Board of Nursing Moves into the World of Technology!

The ability to renew your license "on-line" is here! Beginning March 22, 2004, license renewals for RN, LPN, ARNP, LNA and licenses can be done by going to the Board of Nursing web site (www.state.nh.us/nursing), and clicking on the link that will bring you to license renewals.

You can begin your license renewal process at any time after you receive your license renewal form in the mail. You can of course complete your license renewal via the regular mail, but please note that credit card payment is available only through the on-line licensing system.

If you choose to renew your license on line you would go to the license renewal link on the Board web site and follow the directions to register. You must know your license number, your date of birth (written as xx/xx/xxxx) and a registration code that is furnished on bottom of renewal form. You will be prompted to enter a "user ID" and a password, and a question to help you remember your password in case you forget. All entries must be done in capital letters. When you use the online service, you **must** pay by either a Mastercard or a Visa card.

Remember.....

- Credit card payment is only available through on line licensing.
- You are not licensed until you have either received your license in the mail, or checked the online or telephone verification system for your new renewal date.
- Regardless of whether you renew on line, by mail, or in person, you must send a criminal background record release form along with a check for \$10.00 to the State Police Department, and we must have received and reviewed your criminal background record before you can be issued a license.
- If your license has been selected for a "continuing education audit," you may renew on line, but you must mail your completed audit form to the Board of Nursing. Your audit form must have been reviewed and approved before your license will be issued.

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Board of Nursing Calendar.....

Mark Your Calendar for These Upcoming Events

All meetings will be held in the Walker Building at 21 South Fruit Street, Concord, New Hampshire unless otherwise noted.

SEPTEMBER 2004

Thursday, September 30, 2004
Orientation Program for New Nurse Managers and Educators
1:00 - 4:30 PM
Pre-registration required

OCTOBER 2004

Wednesday, October 6, 2004
OPEN HOUSE AT THE BOARD OF NURSING
2:00 - 4:00 PM
OPEN FORUM TO DISCUSS THE NURSE PRACTICE ACT
4:00 - 6:00 pm
ALL ARE INVITED!

Thursday, October 7, 2004
Practice and Education Committee
5:00 - 7:00 PM

Tuesday, October 19, 2004
LNA Education Program Coordinators Meeting
8:30 AM - 3:00 PM
Pre-registration required

Thursday, October 21, 2004
Board of Nursing Meeting
8:30 AM - 4:00 PM
Open to the public

NOVEMBER 2004

Thursday, November 4, 2004
Orientation Program for New Nurse Managers and Educators
1:00 - 4:30 PM
Pre-registration required

Thursday, November 4, 2004
Practice and Education Committee
5:00 PM - 7:00 PM

Thursday, November 11, 2004 -
VETERANS' DAY - State Holiday

Thursday, November 18, 2004
Board of Nursing Meeting
8:30 AM - 4:00 PM
Open to the public

Thursday, November 18, 2004
ARNP Liaison Committee
4:30 - 6:00 PM

Thursday, November 25, 2004 -
HAPPY THANKSGIVING! - State Holiday

Friday, November 26, 2004 -
State Holiday

DECEMBER 2004

Thursday, December 2, 2004
Practice and Education Committee
5:00 PM - 7:00 PM

Monday, December 6, 2004
Joint Health Council
6:00 PM - 9:00 PM

Thursday, December 16, 2004
Board of Nursing Meeting
8:30 AM - 4:00 PM
Open to the public

Thursday, December 16, 2004
ARNP Liaison Committee
4:30 - 6:00 PM

Friday, December 24, 2004 -
HAPPY HOLIDAYS! - State Holiday

Friday, December 31, 2004 -
HAPPY NEW YEAR! - State Holiday

JANUARY 2005

Thursday, January 6, 2005
Practice and Education Committee
5:00 PM - 7:00 PM

Thursday, January 20, 2005
Board of Nursing Meeting
8:30 AM - 4:00 PM
Open to the public

Thursday, January 20, 2005
ARNP Liaison Committee
4:30 - 6:00 PM

FEBRUARY 2005

Thursday, February 3, 2005
Practice and Education Committee
5:00 PM - 7:00 PM

Thursday, February 17, 2005
Board of Nursing Meeting
8:30 AM - 4:00 PM
Open to the public

Thursday, February 17, 2005
ARNP Liaison Committee
4:30 - 6:00 PM

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Surgical Technician- Assist the surgical team intraoperatively at the sterile field and maintains efficient functioning through organized implementation of aseptic practices. Experience required, certification or certification eligible preferred. Full-time days, 9:00am-5:30pm.

Epidemiology Analyst- Collect, analyze and interpret surveillance data. Assist in report presentation preparation using Microsoft Word, Excel and PowerPoint. Interact with state and local public health officials. Act as a resource for staff on Infection Control topics. BSN Required. Masters preferred. Willing to train suitable RN candidates in fields of Microbiology and Epidemiology. Part-time days.

Clinical Leader/ Telemetry- RN with current NH licensure. The ideal candidate will have 2-3 years of critical care and leadership experience. The ability to remain flexible, spontaneous and dedicated to the commitment of the delivery of high quality patient care and the development of team members is essential. BSN Preferred, ACLS required. Full-time nights.

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